

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
SEPTEMBER 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370										1105
Number of Complaints Drafted	162	143	115										420
% of inquiries drafted	43%	40%	31%										38%
Employment	125	118	90										333
Housing (Real Estate)	21	17	14										52
Public Accommodation	14	7	9										30
Credit	1	0	1										2
Education	1	0	1										2
Unknown	0	0	0										0
Number of Complaints Formalized	95	103	71										269
Employment	60	85	47										192
Transferred from EEOC*	0	10	1										11
Housing (Real Estate)	23	9	17										49
Transferred from HUD**	4	1	5										10
Public Accommodation	12	9	7										28
Credit	0	0	0										0
Education	0	0	0										0

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370										1105
Region 1	41	32	35										108
Region 2	40	23	38										101
Region 3	30	29	35										94
Region 4	11	11	12										34
Region 5	180	177	138										495
Region 6	18	33	31										82
Region 7	10	10	15										35
Region 8	25	19	24										68
Region 9	17	17	35										69
Unknown/Out of State	9	6	7										22

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%										10%
Housing (Real Estate)	0%	10%	16%										9%
Public Accommodation	19%	16%	14%										16%
Credit	0%	0%	0%										0%
Education	31%	34%	30%										32%
Open Cases by Area													
Employment	701	759	762										
Housing (Real Estate)	75	67	63										
Public Accommodation	98	104	104										
Credit	1	1	1										
Education	39	39	43										

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44	59										183
Employment	63	24	28										115
Housing (Real Estate)	5	18	20										43
Public Accommodation	5	2	8										15
Education	7	0	3										10
Credit	0	0	0										0
Type of Closure													
NPC	58	13	32										103
CWS	10	9	9										28
CW	6	5	2										13
AD	4	14	16										34
FO	2	2	0										4

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0										5
Employment	3	1	0										4
Housing (Real Estate)	0	0	0										0
Public Accommodation	0	1	0										1
Education	0	0	0										0
Credit	0	0	0										0
Active Cases													
Employment	34	34	34										
Housing (Real Estate)	12	7	12										
Public Accommodation	7	3	7										
Education	4	5	4										
Credit	0	0	0										
Average Age of Cases since NOF*	287	298	332										

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

N/A

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

N/A

Articles of Interest:

ICRC to offer CLE seminar in Kokomo on Nov. 14th (September 25, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2820.htm>

ICRC, HHCC to host 11th Annual Latino Resource Fair (September 25, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2819.htm>

Indiana preschool pilot to begin in 4 counties (September 25, 2014, WLFI-18)

<http://wlfi.com/2014/09/24/indiana-preschool-pilot-to-begin-in-4-counties/>

ICRC, City of Hammond form partnership (September 24, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2818.htm>

EEOC suing Fort Wayne business for unlawful termination (September 23, 2014, Indiana News Center)

<http://www.indianasnewscenter.com/news/local/Office-Concepts-Being-Sued-For-Unlawful-Termination-276706531.html>

State lawmakers asked to act on disparity of discipline (September 18, 2014, Goshen News)

http://www.goshennews.com/news/article_3b87ee91-c3d6-59cd-be7d-d7d3e289c939.html

Bloom Project Inc. hosts the 4th Annual Kings Feast Symposium (September 17, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_6ea8c3ce-3e82-11e4-aeec-7b828195f0a9.html

New 'Digest of EEO Law' issued by EEOC (September 17, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/9-17-14.cfm>

The InAALJ and the ICRC to host a CLE seminar on October 17th (September 15, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2817.htm>

HUD reaches settlement involving lending discrimination against Native Americans (September 15, 2014, HUD Newsroom)
http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-106

Stalker student places third in state essay contest (September 13, 2014, Times-Mail) http://www.tmnews.com/news/local/stalker-student-places-third-in-state-essay-contest/article_23d089e7-202d-54cc-9797-260aef133d71.html#user-comment-area

EEOC sues Dunkin' Donuts franchisee for religious discrimination (September 11, 2014, EEOC Newsroom)
<http://eeoc.gov/eeoc/newsroom/release/9-11-14.cfm>

Housing complex, victim of alleged racial discrimination meet with mediator (September 11, 2014, FOX-13 Salt Lake City)
<http://fox13now.com/2014/09/10/housing-complex-victim-of-alleged-racial-discrimination-meet-with-mediator/>

Beckman Coulter, Inc. charged with religious discrimination (September 9, 2014, ICRC Newsroom)
<http://www.in.gov/icrc/2816.htm>

Employers: What you need to know about the Indiana Civil Rights Law (September 9, 2014, Ice Miller)
<http://www.icemiller.com/blogs/ice-miller-blog/september-2014/employers-what-you-need-to-know-about-the-indiana/>

Civil rights leaders want meeting with Hawks (September 8, 2014, USA Today)
<http://www.usatoday.com/story/sports/nba/hawks/2014/09/08/civil-rights-leaders-want-meeting-with-hawks/15279893/>

Kings Feast 2K14: I AM KING (September 5, 2014, ICRC Newsroom)
<http://www.in.gov/icrc/2815.htm>

ICRC to offer CLE seminar in West Lafayette October 24th (September 5, 2014, ICRC Newsroom)
<http://www.in.gov/icrc/2814.htm>

Popeye's Franchisee to pay \$25,000 to settle discrimination lawsuit (September 4, 2014, EEOC Newsroom)
<http://eeoc.gov/eeoc/newsroom/release/9-4-14.cfm>

EEO-1 Survey Open for 2014 (September 3, 2014, EEOC Newsroom)
<http://eeoc.gov/eeoc/newsroom/release/9-3-14.cfm>

President appoints Jenny R. Yang EEOC Chair (September 2, 2014, EEOC Newsroom)
<http://eeoc.gov/eeoc/newsroom/release/9-2-14c.cfm>

